

Recruitment and Retention of Teachers in Missouri Public Schools

A Report to the Missouri General Assembly December 2012

- *Teacher Workforce Demographics*
- *Teacher Workforce Dynamics*
- *Recruitment and Retention Strategies*

2012 UPDATE
RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS
A REPORT TO THE MISSOURI GENERAL ASSEMBLY

The statements below are an addition to the 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011 Updates and the December 2001 report *Recruitment and Retention of Teachers in Missouri Public Schools*.

Several key areas that continue to be monitored are:

- increasing the percent of teachers that are minority;
- reviewing the age and experience of teachers for continued professional development and mentoring needs; and
- retaining teachers for a longer period of time.

Teacher Workforce Demographics

Gender & Race, Ethnicity

- The total number of classroom teachers decreased by 3.24% from 2010 to 2011.
- Over the past decade the total number of black teachers has decreased to a low of 5.1% of the total teaching workforce.

Age & Experience

- 48.9% of our teachers have 10 years or less experience.
- This is down 2.3% from a decade high of 51.2% (2003).

Teacher Workforce Dynamics

- District hiring rates increased to 10.7 %, up 1.3% from 2011.
- The percentage of district new hires that were first year teachers decreased by 3.1%.
- Teachers leaving the classroom after only one to three years decreased by 4.8%.
- Teachers leaving the classroom after only one to five years decreased by 7.5%

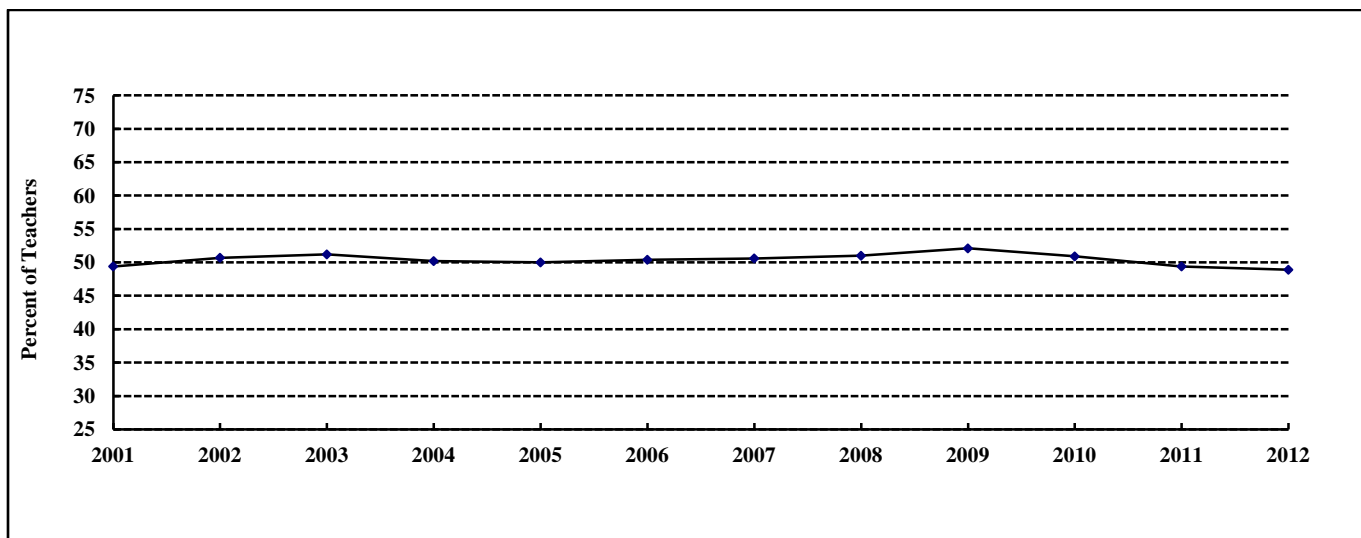
Gender and Race/Ethnicity Trends, 2001-2012

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Total Teachers	65,429	66,705	67,826	66,646	66,476	68,120	69,110	69,840	70,624	70,205	67,996	67,600
GENDER												
Female	78.3%	78.4%	78.3%	78.5%	78.6%	78.7%	78.8%	78.8%	78.9%	78.9%	79.0%	78.8%
Male	21.7%	21.6%	21.7%	21.5%	21.4%	21.3%	21.2%	21.2%	21.1%	21.1%	21.0%	21.2%
RACE/ETHNICITY												
BLACK	7.0%	7.0%	7.2%	7.0%	6.7 %	6.6%	6.3%	6.1%	6.1%	5.7%	5.3%	5.1%
Female	5.5%	5.5%	5.6%	5.5%	5.3%	5.2%	4.9%	4.8%	4.8%	4.5%	4.2%	4.0%
Male	1.5%	1.5%	1.6%	1.5%	1.5%	1.4%	1.4%	1.3%	1.3%	1.2 %	1.1%	1.1%
OTHER⁴	0.7%	0.7%	0.8%	0.9%	0.8%	0.9%	1.0%	1.0%	0.9%	1.0%	1.4%	1.3%

Age Trends, 2001-2012

AGE GROUP	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
20-29	18.3%	18.4%	18.6%	18.0%	28.2%	18.7%	18.7%	18.7%	18.7%	17.7%	16.9%	16.6%
30-39	24.3%	24.8%	25.1%	25.6%	26.1%	26.7%	27.4%	28.2%	28.8%	28.9%	29.6%	30.3%
40-49	29.6%	28.2%	26.9%	26.3%	25.6%	24.8%	24.3%	24.0%	24.3%	24.6%	25.5%	26.6%
50-59	24.5%	25.1%	25.4%	25.9%	25.7%	25.2%	24.3%	23.5%	22.8%	22.2%	21.5%	20.6%
60 +	3.2%	3.5%	3.9%	4.2%	4.4%	4.5%	5.3%	5.6%	6.1%	6.5%	6.5%	6.5%

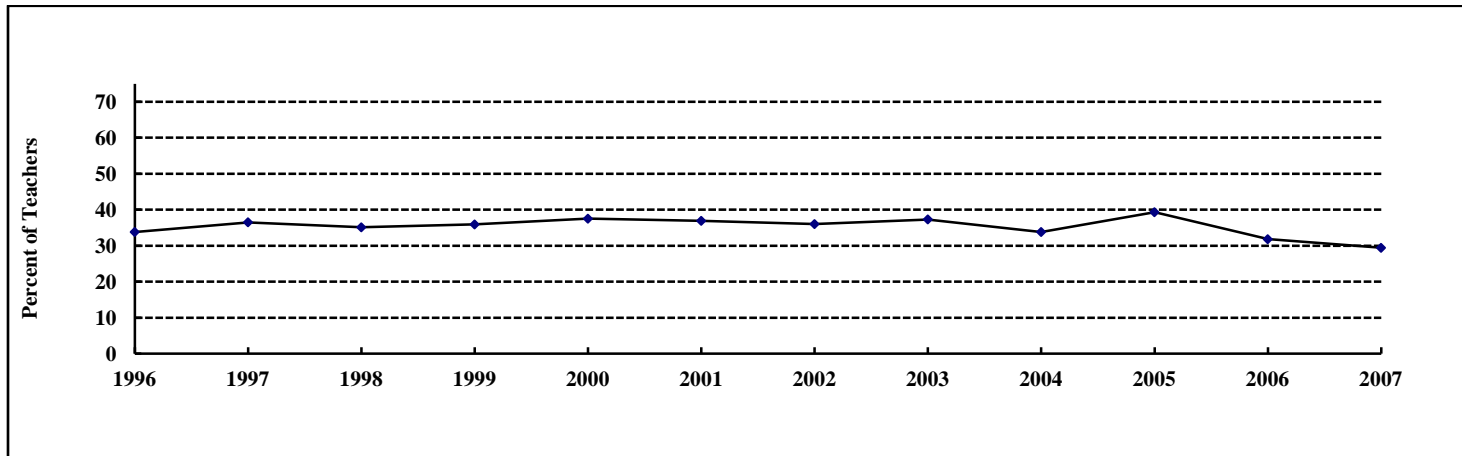
Percent of Teachers with 0-10 Years of Experience, 2001 to 2012



Experience Trends, 2001-2012

YEARS OF EXPERIENCE	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
0-10	49.4%	50.7%	51.2%	50.2%	50.0%	50.4%	50.6%	51.0%	52.1%	50.9%	49.4%	48.9%
0-5	30.6%	31.2%	30.8%	28.8%	28.2%	27.9%	27.8%	28.5%	30.5%	29.3%	27.4%	26.7%
6-10	18.8%	19.5%	20.4%	21.4%	21.8%	22.6%	22.8%	22.5%	21.5%	21.6%	22.0%	22.2%
11-20	25.5%	25.0%	24.9%	25.9%	26.6%	26.9%	27.2%	27.7%	28.5%	28.4%	32.2%	33.2%
21-30	21.2%	20.0%	19.2%	19.1%	18.5%	17.7%	17.1%	16.3%	15.9%	15.8%	15.6%	15.1%
31+	3.9%	4.4%	4.7%	4.9%	4.9%	5.0%	5.1%	5.0%	4.8%	4.9%	4.6%	4.2%

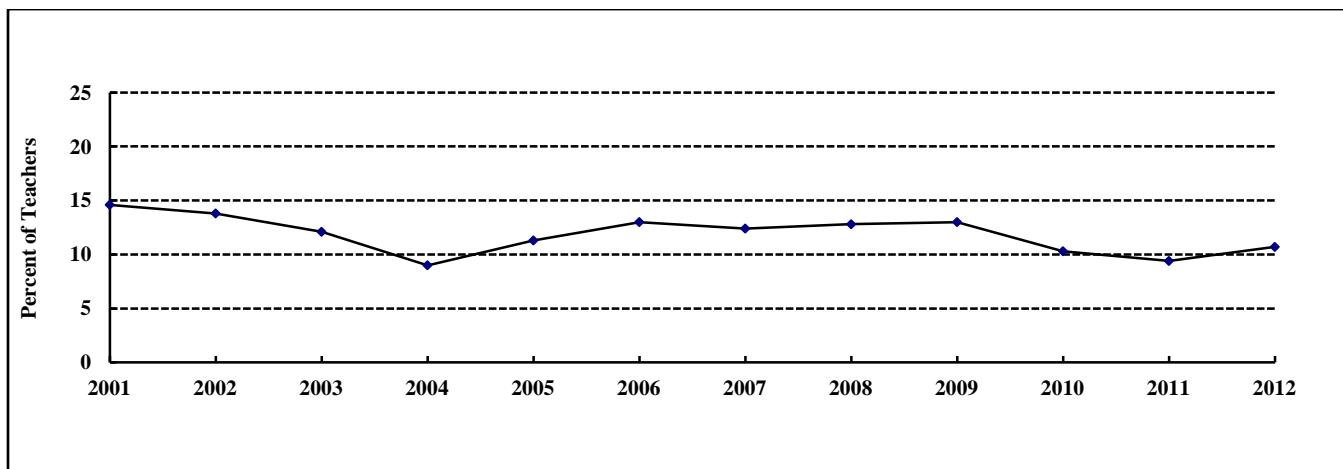
Teachers Leaving Missouri's Public School Work Force After 1-5 Years, 1996 to 2007



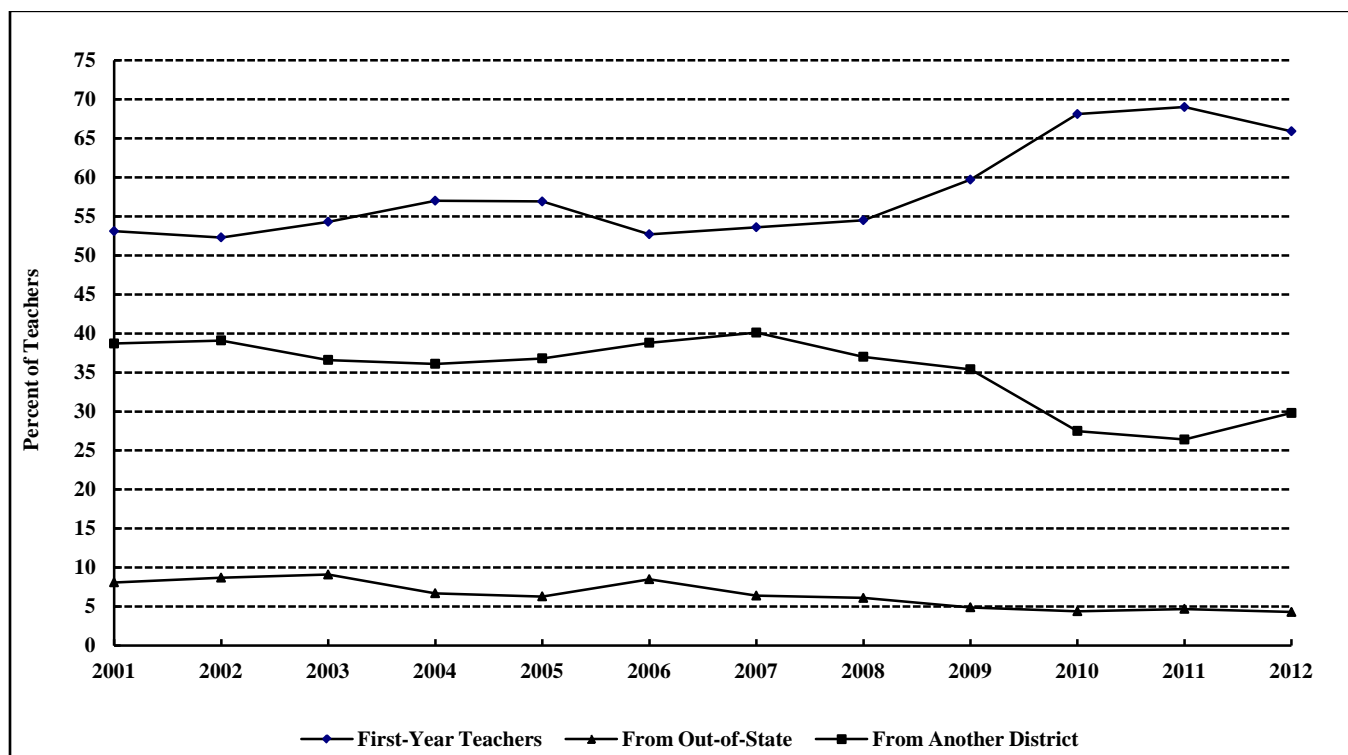
Teachers Leaving Missouri's Public School Work Force, 1999-2011

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Total Teachers	63,092	64,791	65,429	66,705	67,826	66,646	66,476	68,120	69,110	69,840	70,624	70,205	67,996
First-Year Teachers	4,313	4,646	5,064	4,802	4,439	3,428	4,285	4,668	4,597	4,864	5,466	4,933	4,424
<i>% of First-Year Teachers who left the classroom--</i>													
After 1-3 Years	24.8%	26.0%	29.2%	30.3%	27.0%	26.7%	25.4%	26.7%	28.2%	23.4%	17.8%	N/A	N/A
After 1-5 Years	35.9%	37.5%	36.9%	36.0 %	37.3%	33.8%	39.3%	31.8%	29.4%	N/A	N/A	N/A	N/A

Hiring Rate, 2001 to 2012



District New Hires, 2001 to 2012



Teachers Entering Missouri's Public School Work Force, 2001-2012

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Total Teachers	65,429	66,705	67,826	66,646	66,476	68,120	69,110	69,840	70,624	70,205	67,996	67,600
District New Hires	9,529	9,189	8,176	6,012	7,531	8,866	8,579	8,924	9,162	7,247	6,415	7,209
Teacher Hiring Rate	14.6%	13.8%	12.1%	9.0%	11.3%	13.0%	12.4%	12.8%	13.0%	10.3%	9.4%	10.7%
<i>As a percent of Total Teachers, District New Hires who are --</i>												
First-Year Teachers	7.7%	7.2%	6.5%	5.1%	6.5%	6.9%	6.7%	7.0%	7.7%	7.0%	6.5%	7.0%
From Out-of-State	1.2%	1.2%	1.1%	0.6%	0.7%	1.1%	0.8%	1.1%	0.6%	0.5%	0.4%	0.5%
From Another District	5.6%	5.4%	4.4%	3.3%	4.2%	5.1%	5.0%	5.0%	4.6%	2.8%	2.5%	3.2%
<i>Percent of District New Hires who are--</i>												
First-Year Teachers	53.1%	52.3%	54.3%	57.0%	56.9%	52.7%	53.6%	54.5%	59.7%	68.1%	69.0%	65.9%
From Out-of-State	8.1%	8.7%	9.1%	6.7%	6.3%	8.5%	6.4%	6.1%	4.9%	4.4%	4.7%	4.3%
From Another District	38.7%	39.1%	36.6%	36.1%	36.8%	38.8%	40.1%	37.0%	35.4%	27.5%	26.4%	29.8%
Re-entrants	3.5%	3.6%	3.4%	2.8%	3.0%	3.6%	3.4%	3.6%	5.1%	3.2%	3.1%	2.6%